

**Earl G. Graves School of Business and Management**

June 21, 2018

Dr. Clem Herman, Editor

International Journal of Gender Science and Technology

The Open University

Milton Keynes, UK

RE: Manuscript Submission

Dear Dr. Herman,

I am pleased to enclose a submission to the International Journal of Gender, Science and Technology. The submission is an empirical research paper entitled “Applying a gender lens to the predictors of high-tech career intentions among engineering students in Bangladesh.” The manuscript is 8,529 words which includes structured abstract, seven tables, and one figure.

My co-authors, Dr. Lorraine Dyke and Dr. Maria Rasouli, and I attest that this is our original work and that it is not under consideration for publication elsewhere. In this paper we surveyed 869 female and male engineering undergraduate students in Dhaka, Bangladesh. The results suggested that both female and male students were attracted to high-tech when they viewed it as a challenging career. Gender role stereotypes, however, influenced the career intentions of both women and men. Although they are influenced by different types of gendered norms – women by attitudes toward the suitability of high-tech careers for women and men by male media images of high-tech – the gendering of high-tech work influenced both women and men. The results contradict previous findings that female students perceive high-tech work as boring, uncool, and nerdy but support previous findings on the negative effect of gender stereotyping on female students’ interest in pursuing a high-tech related career.

Our results have practical implications for programs designed to redress the gender imbalance in high-tech. Specifically, these findings suggest that interventions will not be fully successful unless they address perceptions of high-tech as a male domain. Since media can be a powerful source in shaping people’s attitudes and perceptions, any interventions designed to create gender balance in this sector should consider the role of media. Finally, this research highlights the importance of addressing gender diversity early in the career choice process. As results of the present study suggest, gendering of the profession impacts women’s career choices from an early career stage in Bangladesh.

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Although enrollment in engineering and technology major is on the rise but empirical research on South Asia, particularly Bangladesh, is still missing as of 2018. Our study is unique as it helps to shed light on how contextual influences may shape intentions to pursue engineering and technology majors among girls.

We are submitting this as a new manuscript; however, I wanted to make you aware that an earlier version of this paper was submitted to GST (manuscript # 196). At that time, we received a revise and resubmit from the editor Gill Kirkup. Unfortunately, a variety of transitions amongst the research team (Dr. Dyke taking on two subsequent academic leadership roles, Dr. Rasouli leaving academia to pursue a business venture, and me completing my PhD and moving to a new university) meant that we were unable to complete the revisions in the intervening time. We attempted to submit this version as a revision to the original manuscript; however, we were not able to do this within the online system so are submitting as a new manuscript. We did include copy of the original email on submission decision, comments from the two reviewers, and our summary responses to reviews in Step 4 of the submission process. Please advise us if you would prefer that we follow a different submission process.

I will serve as corresponding author for the manuscript. We look forward to hearing from you and the editorial team.

Sincerely,

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